

12 May 1976

NOTE FOR DIRECTOR OF PERSONNEL

THROUGH: DDA

Jack/Fred:

1. Attached is the IC Staff T/O which the Director approved on 7 May. You will note on his covering note to [] that he expressed some concern about the size of the admin unit. Somehow he thought the Information Handling Committee was part of administration, as was Data Support. We have gotten back to him on that. He now has the right impression and is no longer concerned.

2. From the briefing that we received from [] we note that the DDA offices will require at least 12 more positions to support the IC Staff []. When you have had that briefing from []-I understand it is scheduled--I would like to discuss with you first the validity of the slots required, and second, how we go about obtaining the additional ones, be it for you or us.

3. We have sent letters to the other Community members offering them the opportunity to provide positions to the IC Staff. When we get the responses, we will then address just how many we have to add on to the present IC Staff complement.

/s/ JOHN N. McMAHON

John N. McMahon

AD/DCI/IC

STAT

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RAW

Approved -
we must however
keep staff as lean
as possible. I'd
like to see us build
up a big admin.
staff. Can we get
CIA Admin* or other
Admin support from
other IC components
without getting a large
admin support staff of our
own.

Is there a way
to operate at less
than the
ceiling to see if
it works?

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~~GP~~

*

Admission

Support Staff

Registry

Info Handling

Security

WFO Support

Executive Registry

76-2168/1

NOTE FOR THE DIRECTOR

Attached for your approval is a proposed T/O for the IC Staff. We have sought the professional advice of the Office of Personnel position classifiers and we have incorporated their suggestions. We need your approval at this juncture on the size and grade structure.

STATINTL

I have met and discussed this proposal with Jack Blake, Fred Janney and [redacted]. We are agreed that with your approval of this T/O we can proceed to find answers to the next aspect of reorganizing the Staff, namely:

- Where are the additional ceiling positions coming from
- Where are the supergrade slots coming from

STATINTL

As a result of staff-to-staff discussions with [redacted] office we feel that the bulk of the additional ceiling positions will be forthcoming from CIA and DOD without increasing the current manning authorization of the Intelligence Community. In addition,

(over)

ACTION

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6 MAY 1976

MEMORANDUM FOR: Director of Central Intelligence

FROM:

[Redacted]
Deputy to the DCI for the Intelligence Community

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SUBJECT: Proposed IC Staff Table of Organization

1. Attached for your approval is a proposed table of organization for the IC Staff. It encompasses the organizational changes briefed to you, the CFI, and USIB within the past two months. This is an austere proposal geared to support you and the CFI in responding to the new and enlarged responsibilities encompassed in Executive Order 11905.

2. In preparing this proposal we have kept in mind three major responsibilities:

- The IC Staff is the staff of the CFI and must be manned to respond to each of the members' needs.
- The IC Staff must continue to support you in carrying out your enlarged community responsibilities.
- The IC Staff must continue to support you in the direction of the NFIB.

3. We have looked at these responsibilities closely and examined them against the requirements of the Executive Order. There are five areas which we found need special attention and which we have provided for in our Staff augmentation proposal. These are:

- Monitoring Community implementation of policy coming from the President, NSC, CFI, DCI, Congress, oversight authorities and others.

- Devising better long term planning linked with resource implications.
- Improving assessment of NFIP programs, budgets and resources.
- Improving evaluation and understanding of requirements and product, and developing an ability to make net judgments and trade-offs among the three main elements of collection--SIGINT, imagery and human sources.
- Providing for some separation from CIA including an IC Staff administrative support unit

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5. After your approval of this table of organization, the following actions will occur:

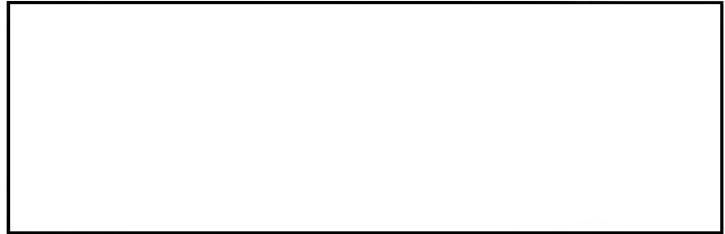
- I will send letters to all members of the Community asking that they contribute personnel ceiling positions for the reorganized staff.
- Following the contribution of personnel ceiling positions from Community members, we will submit the proposed T/O to OMB requesting their approval of the personnel ceiling and grade structure.
- We will request the Director of Personnel to issue an approved T/O which we can use for recruitment purposes.

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6. I recommend you approve the proposed IC Staff
T/O as shown in TAB B.

STATINTL



Attachments:

TAB A: ICS Organization Chart

TAB B: Proposed T/O

APPROVED:

Director of Central Intelligence

May 7 '76
Date

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